



CHILD PROTECTION POLICY

CATEGORY

Governance

BACKGROUND

In 2009, the National Framework for Protecting Australia's Children 2009-2020 was endorsed by the Council of Australian Governments as a long-term approach to ensuring the safety and well-being of Australia's children.

In 2017, the WA Registration Standards for Non-Government Schools introduced Standard 12, *Child Abuse Prevention* which has been and is expected to be subject to change and greater scrutiny following the interim and final recommendations of the Royal Commission into Institutional Response to Child Sexual Abuse.

In order to demonstrate compliance with this Standard, there is an expectation from the Minister of Education that schools adopt a recognised child-safe organisation framework benchmarked as better practice by a peak body, from which to inform their child protection programs.

The College management has agreed that the Child Safe Organisations WA Framework be used as that framework. This framework has been endorsed by the Minister of Education.

POLICY SCOPE

As an educational institution, Penrhos College has a responsibility to protect children from harm when they are at school and also to intervene when there is a belief that the welfare of a child is at risk outside the school.

This policy applies to all Penrhos students and must be acted upon by all College staff members whether they be permanent, temporary, casual, teaching, non-teaching, Ministers of Religion (Chaplains), peripatetic, coaches, umpires, instructors, tutors and hobbyists. For the purpose of this policy, a staff member also includes volunteers, practicum students and interns, trainees and work experience placements.

POLICY STATEMENT

Penrhos College, in recognising its duty to protect children from child abuse and in compliance with the current Registration Standard 12 (2018) 'Preventing and Responding to Child Abuse' has agreed that the Child Safe Standards from the Child Safe Organisations WA be used as that framework which inform our Child Protection policies and procedures and which comply with Guidelines 12.1, 12.2 and 12.3.

Child Safe Organisations WA: Guidelines to Building a Child Safe Culture

In order to build a child safe and friendly culture, Penrhos College is committed to considering the following nine domains recommended by Child Safe Organisations WA:

1. Leadership, governance and culture
2. Empowering children to participate
3. Involving family and community
4. Child Safe and friendly policies
5. Managing staff and volunteers
6. Safe environments – physical and online
7. Child friendly complaint process and reporting
8. Education and development
9. Continuous improvement



The following policies make up the Penrhos College Child Protection Program:

Creating and Maintaining Child-Safe Environments (Standard 12.1)

[Child Protection Law and Regulation in Western Australia - An Overview](#)
[Statement of Commitment to Child Safety](#)
[Our Child-Safe Culture](#)
[Child Safety Code of Conduct Compliance Guidelines](#)
[Our Child Safety Code of Conduct](#)
[Staff and Student Professional Boundaries](#)
[Our Child Protection Officers](#)
[Child-Safe Human Resources Practices](#)
[Who is Responsible for Child Protection?](#)
[Child Protection Risk Management](#)
[Compliance with the WA Registration Standards](#)
[Education and Empowerment of Children](#)
[Communication with Parents/Community](#)

Detecting & Reporting Child Protection Incidents (Standard 12.2)

[Child Abuse – Definitions and Key Risk Indicators](#)
[Managing Your Initial Response to a Child Protection Incident](#)
[Reporting Child Protection Incidents Internally](#)
[Mandatory Reporting of Sexual Abuse](#)
[Voluntary Reporting](#)
[Reporting Grooming Behaviours](#)
[Reporting Teacher Misconduct](#)
[Reporting Allegations by Former Students](#)
[Reporting Child Program Breaches](#)
[Confidentiality & Privacy](#)

Response & Support Following a Child Protection Incident (Standard 12.3)

[Support Following Disclosures and Allegations of Abuse and Grooming](#)
[Confidentiality & Privacy](#)
[Child Protection Complaints Management](#)
[Information Sharing with the College Community](#)
[Continuous Review and Improvement](#)
[Child Protection Record Keeping](#)
[Disciplinary Procedures](#)

IMPLEMENTATION

Annual Review of WA Registration Standards for Non-Government Schools
Annual Review of Statement of Commitment to Child Safety
Annual training for all staff on Child Abuse (cycle between sexual abuse and other abuse)
Annual training on detection and reporting of Grooming behaviours
College Staff and Volunteer Induction
Review of other policies as required by legislation or changes to Registration Standards

ASSOCIATED POLICIES AND PROCEDURES

- Code of Conduct Policy

ADDITIONAL REFERENCES

- [Appendix A Practical guidance for implementing the Child Safe Standards](#)
- <https://www.ccyp.wa.gov.au/media/2154/child-safe-organisations-wa-guidelines.pdf>
- [Volume 6, Making Institutions child safe, Royal Commission into Institution Response to Child Sexual Abuse](#)